

Variable	Mean	SD	Min	Max
Age	34.5	10.2	18	65
Gender	0.5	0.5	0	1
Marital status	0.6	0.5	0	1
Education	12.5	1.5	9	16
Income	15.2	5.8	5	35
Health status	1.2	0.8	0	3
Stress level	2.1	1.2	0	4
Life satisfaction	3.5	1.0	1	5
Work engagement	4.2	0.9	2	5
Organizational commitment	3.8	1.1	1	5
Turnover intention	1.5	0.7	0	3
Job satisfaction	3.2	1.0	1	5
Perceived organizational support	3.0	1.2	1	5
Psychological contract breach	1.8	0.9	0	3
Trust in supervisor	3.5	1.1	1	5
Trust in organization	3.2	1.0	1	5
Organizational justice	3.0	1.1	1	5
Employee voice	3.8	1.0	1	5
Employee silence	2.5	0.8	1	4
Organizational citizenship behavior	3.5	0.9	1	5
Counterproductive work behavior	1.2	0.6	0	3
Work-life balance	3.0	1.0	1	5
Work-family conflict	2.0	0.8	0	4
Family-work conflict	1.8	0.7	0	3
Workaholic behavior	1.5	0.6	0	3
Work engagement	4.2	0.9	2	5
Organizational commitment	3.8	1.1	1	5
Turnover intention	1.5	0.7	0	3
Job satisfaction	3.2	1.0	1	5
Perceived organizational support	3.0	1.2	1	5
Psychological contract breach	1.8	0.9	0	3
Trust in supervisor	3.5	1.1	1	5
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Organizational citizenship behavior	3.5	0.9	1	5
Counterproductive work behavior	1.2	0.6	0	3
Work-life balance	3.0	1.0	1	5
Work-family conflict	2.0	0.8	0	4
Family-work conflict	1.8	0.7	0	3
Workaholic behavior	1.5	0.6	0	3

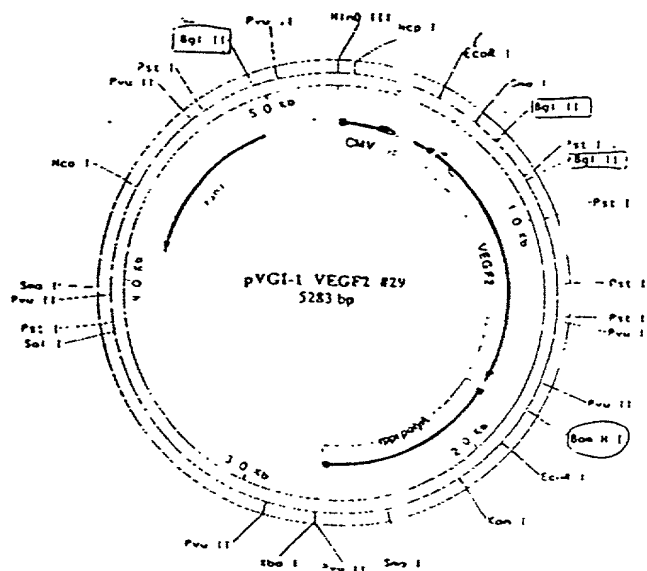
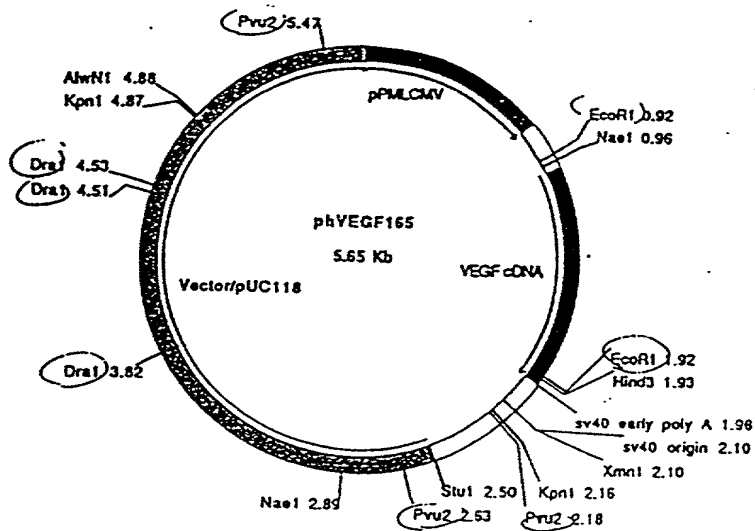


Figure 2

MTS Assay
4/30/99 Conditioned Media

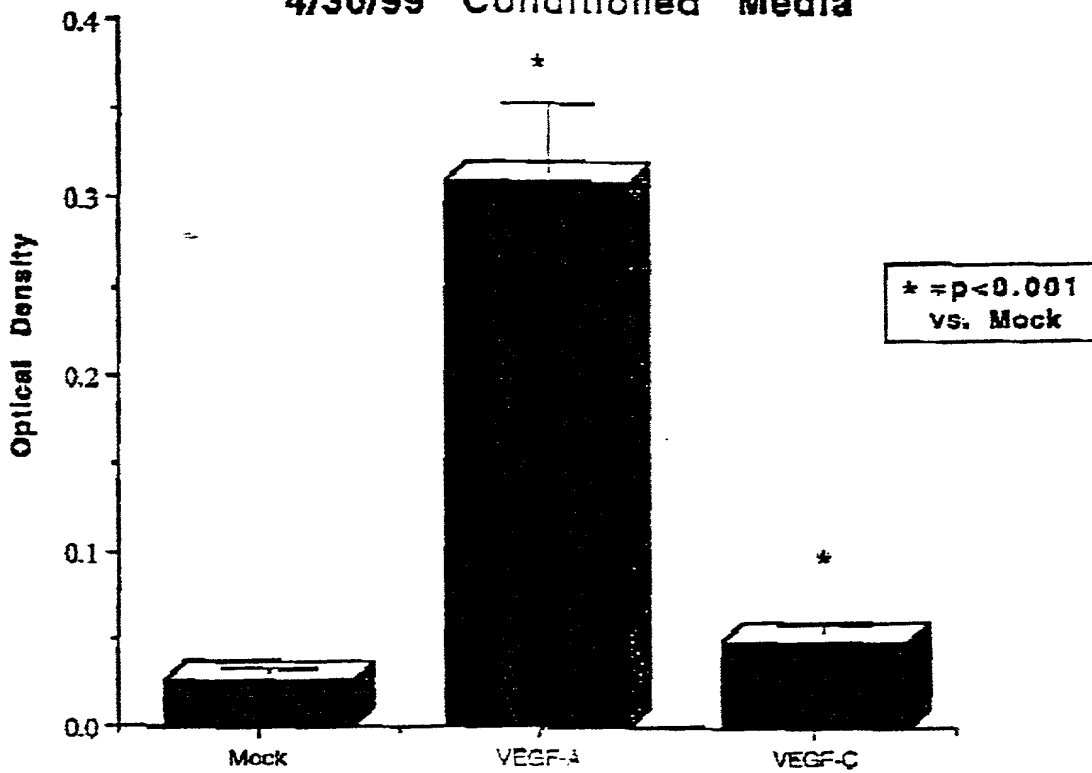
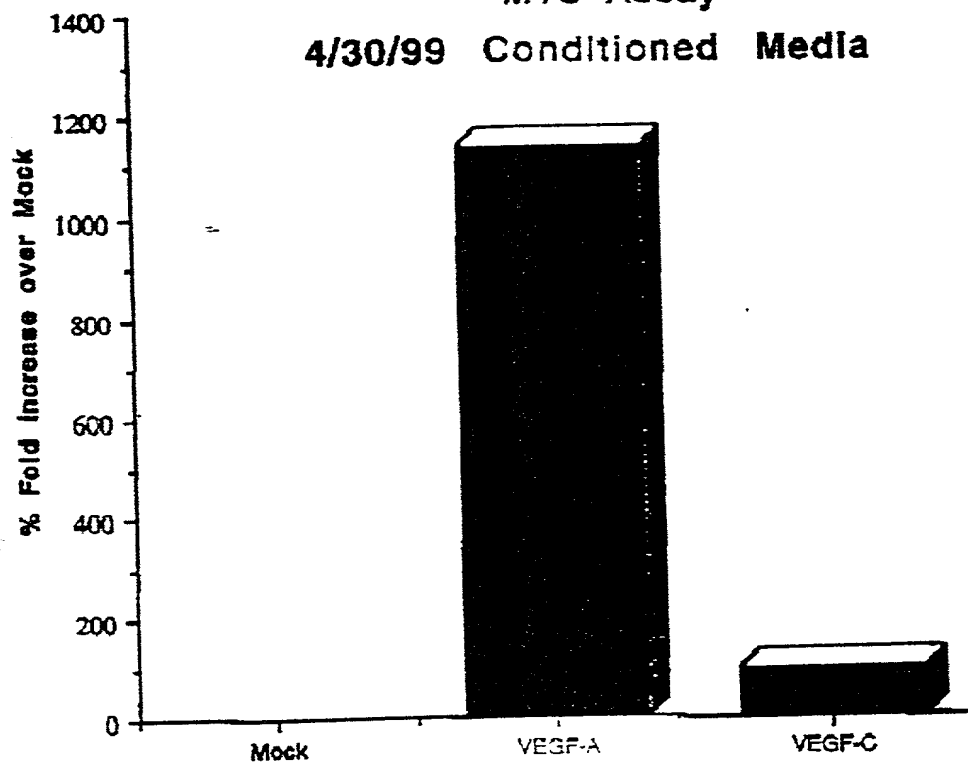


Figure 3

MTS Assay
4/30/99 Conditioned Media



TOP250-02T9660

Figure 4

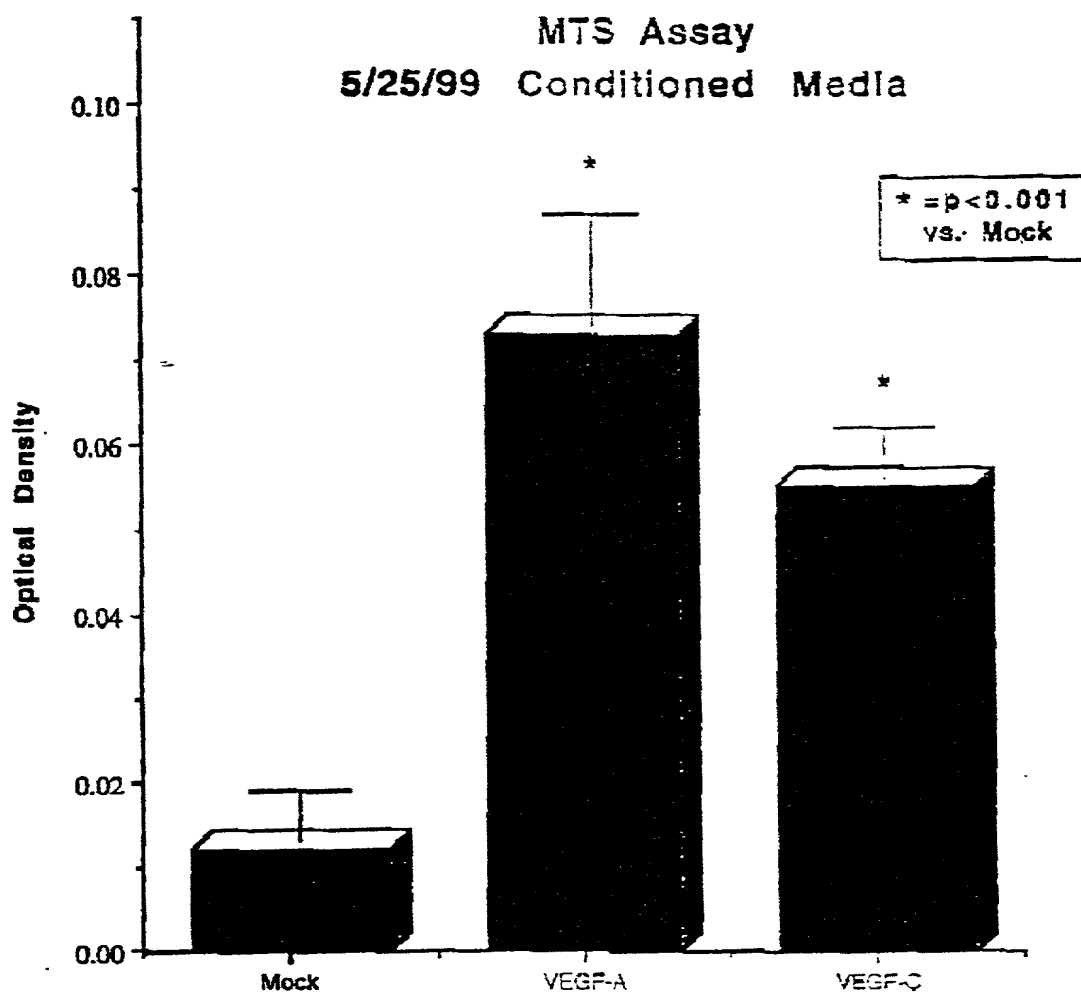


Figure 5

MTS Assay
5/25/99 Conditioned Media

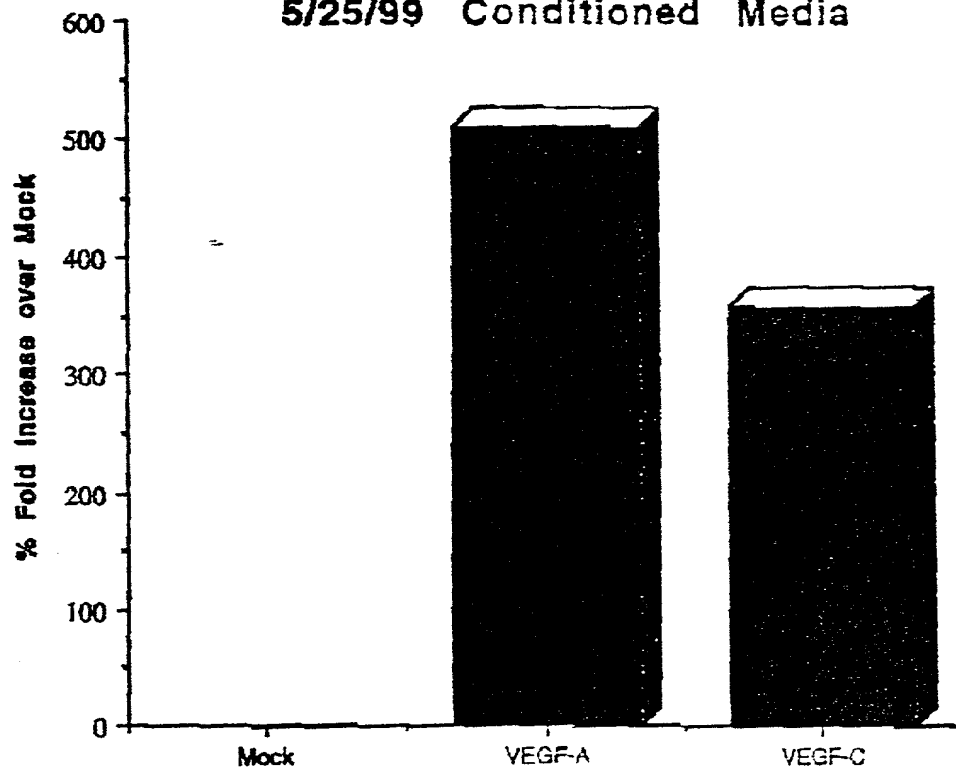


Figure 4

MTS Assay
6/8/99 Conditioned Media

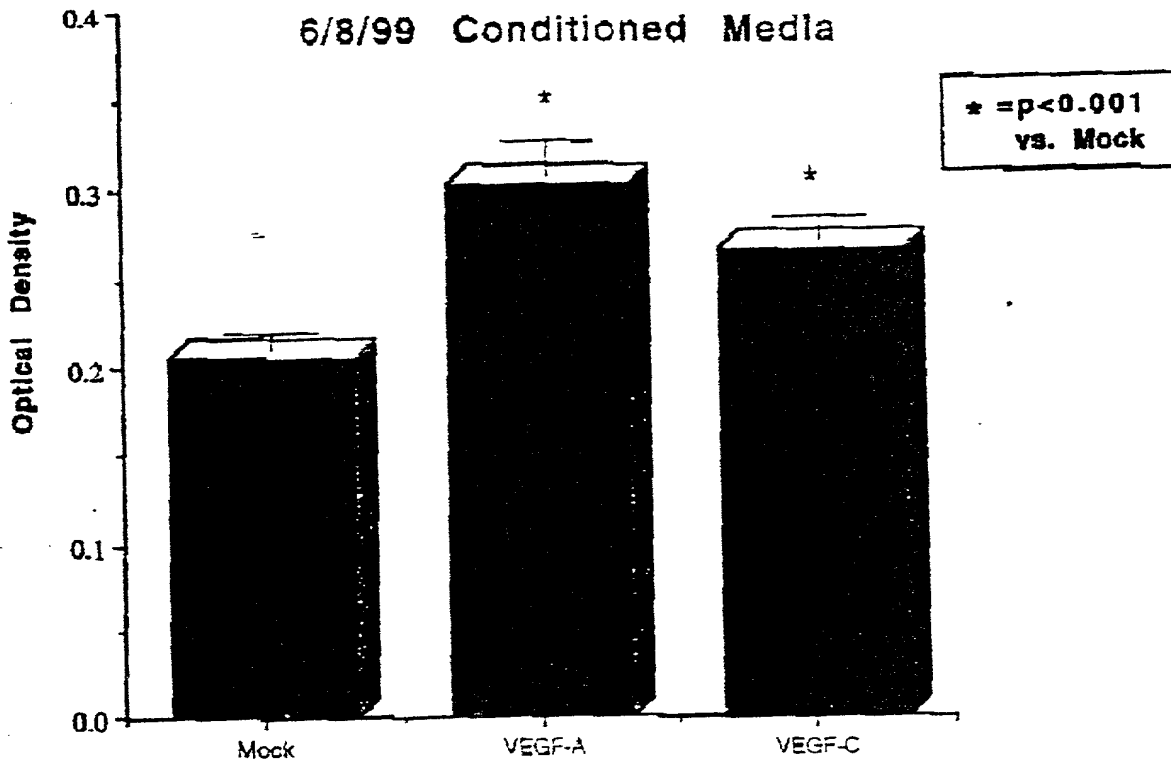


Figure 7

MTS Assay
6/8/99 Conditioned Media

